

Manager Labor Relations, Labor Standards and Human Rights US

Your tasks

HOW YOU WILL MAKE AN IMPACT

Manager Labor Relations, Labor Standards and Human Rights US will be responsible for informing, supporting and advising the Head of Labor Relations, Labor Standards & Human Rights on all Labor Standards, Labor Relations and Human Rights related matters in the region. Responsible for Labor Relations, Labor Standards and Human Rights topics in the region.

Labor Relations

- Providing advice and support to location HR, site management and the specialist departments on fundamental Labor Relations topics and issues related to the participation and codetermination rights of employee representatives.
- Participation in labor negotiations with employee representatives and unions.
- Coordination of all Labor Law and Labor Relations related activities in the region, e.g. building up a Labor Relations network with experts to exchange experiences / knowledge and share best practice.
- Monitoring relevant changes in the legislation / jurisdiction, analyzing the practical and economic effects and appropriate and timely communication to the relevant departments, stakeholders and contact persons.
- Providing advice, support and management of organizational structural changes, such as the incorporation and spin-off of companies or parts of companies as well as restructuring.
- Development and implementation of Labor Law training concepts.

Labor Standards

- Responsible for aligning, implementing and communicating for the business area Original Equipment Solutions (OESL) Labor Standards and applicable (e.g. country / state) employment regulations with the objective of achieving good working conditions.
- Providing advice and support to HR regarding the implementation of and compliance with Labor Standards and employment regulations.
- Monitoring and governance for ensuring compliance with all implemented standards and applicable laws and regulations in the region.

Human Rights

- Governance for all Human Rights topics in the region.
- Ensuring OESL's compliance with Human Rights and the correct application based on local laws and regulations.
- Establishing a mindset that all employees at OESL actively contribute to the implementation and maintenance of a good and healthy



Job ID

REF78699E

Field of work

Law & Intellectual Property

Location

Rochester Hills

Leadership level

Leading Self

Job flexibility

Hybrid Job

Legal Entity

OESL Automotive USA LLC

working environment by treating every colleague, employee, future employee, supplier, customer and every other person with whom OESL does business with fairness and respect.

- If required establishing a governance framework, guidelines and general conditions to achieve the objectives and targets defined in the OESL Policy for Responsible Value Chain& Sustainability ambitions.

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelors Degree required
- 10 years of relevant professional experience
- Labor Relations experience
- Experience in a manufacturing environment and / or multinational corporation.
- Strong negotiation experience.
- Inter-cultural communications skills, experience working with international colleagues and teams.
- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.

ADDITIONAL WAYS TO STAND OUT

- Bachelors Degree in Law preferred.
- HR strategy and project management experience and previous international exposure preferred.

Our offer

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Volunteer Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts.
- Competitive Bonus Programs
- Employee 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Hybrid Work
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional.
- And many more benefits that come with working for a global industry leader!

EEO-Statement:

EEO / AA / Disabled / Protected Veteran Employer. Continental offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, Continental complies with government regulations,

including affirmative action responsibilities, where they apply. To be considered, you must apply for a specific position for which Continental has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, Continental provides reasonable accommodations to qualified individuals with a disability. If you need assistance in the application process, please reply to Careers@conti-na.com or contact US Recruiting at 248.393.5566. This telephone line and email address are reserved solely for job seekers with disabilities requesting accessibility assistance or an accommodation in the job application process. Please do not call about the status of your job application, if you do not require accessibility assistance or an accommodation. Messages left for other purposes, such as following up on an application or non-disability related technical issues, will not receive a call back.

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About us

THE COMPANY

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent, and affordable solutions for vehicles, machines, traffic, and transportation. In 2023, Continental generated sales of €41.4 billion and currently employs around 200,000 people in 56 countries and markets.

ContiTech is one of the world's leading industry specialists. The Continental group sector offers its customers connected, environment-friendly, safe, and convenient industry and service solutions using a range of materials for off-highway applications, on rails and roads, in the air, under and above the ground, in industrial environments, for the food sector and the furniture industry. With about 42,000 employees in more than 40 countries and sales of some 6.8 billion euros (2023), the global industrial partner is active with core branches in Asia, Europe and North and South America.

Are you ready to shape the future with us?